



THE BEAT

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HCPD members at the Presidential Inauguration.

HOWARD COUNTY POLICE DEGREE PROGRAM A SUCCESS

Academy Class 33 will graduate Feb. 18, the first academy to participate in the police department's new partnership with Howard Community College. Of the 20 graduates, four are getting their associate's degrees while completing the academy.



In addition to the rigorous training all recruits undergo five days a week, these four—Jonathan Campbell, James Lentscher, Charles Reed and Andrew Williams—have had an even more challenging task. While all recruits took college curriculum courses as part of the academy, including Criminal Law 101 and 201, Constitutional Law and Computer Forensics, the four degree-seeking recruits also attended classes on Saturdays which included English, Sociology and Speech. They worked a six-day week, Monday through Saturday, for most of the 31-week academy.

After graduation, the recruits will enter field training for 14 weeks. The four degree-seeking recruits will remain in the program and complete another six continuous weeks of college classes to finish the associate's degree program. Once they finish, they will then enter field training for 14 weeks.

Participating in the academy in conjunction with Howard Community College is quite an endeavor, according to academy staff. There are numerous hours involved in studying, not just for police-related matters,

but also to obtain their degrees. In essence, the partnership takes a two-year college curriculum and compresses it into a seven-month program. Taking on that added work in conjunction with the academy curriculum places a tremendous amount of stress upon these recruits and their families, and requires excellent time management skills, say the instructors.

"When I ask how they are doing, they smile, shake their heads and state that it is a tremendous amount of work but the reward is very well worth it," said Lt. Bob Wagner, commander of the training academy. "To me, that shows the maturity level of these fine future officers."

According to Wagner, there have been small "bumps" in the road, as expected with any first-time program. He says each issue was addressed through open dialogue with the college in an effort to reshape the program for future academies. Many meetings were held to resolve issues and everyone involved from the college and the police department was professional and open-minded about the other's needs or requirements.

see **ACADEMY 33**, pg. 3

Stay up-to-date with news and other HCPD events by visiting www.HCPD.org.

CHIEF'S MESSAGE BY CHIEF WILLIAM MCMAHON



In an organization our size, it is normal for information to circulate... sometimes correctly and sometimes not. With an issue as important as the budget and its impact on employees, it is not surprising that people are talking.

But I want to make sure that as you discuss this issue, you have accurate information. I want to reiterate what we know right now, what small changes we are making and what changes we are

NOT making right now, despite rumors and questions.

Over the last several years, we have been able to take advantage of the opportunity to increase our sworn and civilian staffing to meet the many demands we place on ourselves. This has resulted in the first significant increase in patrol staffing in more than 15 years, as well as the creation of, and additions to, work groups to address critical problems, such as Repeat Offenders, Gangs, Domestic Violence, Firearms and others. We have also been able to continue our investments in technology to ensure that we provide the best resources available for you to do your jobs.

As you all know, we are now in a different, and much more difficult, economic environment. We are facing very tough decisions as we finish this fiscal year and develop our budgets for the upcoming years. I have a responsibility to ensure that we expend our resources responsibly. This includes how we staff assignments, how we utilize overtime, what purchases we make and what services we provide.

This will be difficult and will certainly lead to changes in how we are used to doing business. As we go through this process, I will make every effort to keep you all apprised of decisions as we make them. I encourage you to consult with your commanders or with my office if you have questions.

Please understand that meeting these economic challenges does not rest solely with commanders and supervisors. Each of us as a member of this agency has a role in doing

this. I expect that each of us use the resources we have in a responsible and efficient manner. I also encourage each of you to identify potential cost-saving measures and bring them to the attention of your supervisors, commanders or directly to my office.

Please know that when we are making decisions, our driving principle will be to continue to ensure that we provide for the protection of our community and the safety of our personnel.

I want to share with you information from a memo sent by Major Lee Lachman to all sworn supervisors and commanders. I hope it will help clarify what the department is doing and quell some of the concerns that may be circulating.

Again, I will do my best to ensure you are getting timely and accurate information. That responsibility, however, works both ways. I encourage each of you to evaluate the information you hear and, if it doesn't seem right or you have questions about it, ask your supervisor or commander about it...or contact my office. No one benefits from inaccurate information.

Major Lachman's message:

In light of current events, and the state of the economy, we as administrators, managers, supervisors and employees, must ensure that we continue to provide the same excellent policing services our public has come to expect and ensure that we are fiscally responsible at the same time.

Of course, the safety of our personnel is paramount and we must be certain that cost saving measures do not impact employee safety.

The efficient and calculated use of overtime is one area where we will concentrate our efforts. We know that some overtime costs are fixed like overtime paid due to the patrol and communications schedules. We are certain that we are currently using good judgment when managing our current overtime process, however, as with any process, we can improve our management of non-fixed, overtime expenditures to meet the challenges of a very tough economy.

Effective immediately, we will implement the following overtime management processes.

see CHIEFS MESSAGE, pg. 6



ACADEMY 33, from cover

HCPD human resources reports that the number of applicants for testing has risen dramatically due in part to the partnership with HCC. “Overall, this program has been a success,” Wagner said. “There will always be room for fine tuning and re-evaluating the program in an effort to make it better. But shouldn’t we always be doing that in everything we do?”

The HCPD welcomes all the graduating recruits: Jeremy Bowers, Jonathan Campbell, Kairo Courts, James Flynn, James Lentscher, Leah Littlefield, Nicholas Meyer, Christopher Piper, Joseph Pugliese, Danielle Ramsdell, Charles Reed, Andrew Rosebrough, Thomas Seftick, Bradford Skove, Ryan Thomas, David Vo, Andrew Williams and Daniel Young. The department also congratulates Michael Rounds and Sean Schwartz, who both will be joining the Bowie Police Department after graduation.

LETHALITY ASSESSMENT SUCCESSFUL

The Howard County Police Department can celebrate one year of potentially saving more lives than ever before thanks to Maryland’s Lethality Assessment. The domestic violence section successfully implemented the Lethality Assessment Program on January 1, 2008. The program, created by Maryland Network Against Domestic Violence (MNADV) in 2003, was aimed at predicting danger and lethality in a domestic violence situation, and getting victims of domestic violence in contact with local domestic violence programs. The idea developed from research showing that only four percent of all domestic violence homicide victims ever sought service from a domestic violence program.

Frightening but true domestic violence statistics showed that 75 people died in Maryland as a result of domestic violence between July 1, 2007 and June 30, 2008. Thirty-eight were female, 27 were male and 10 were children. Several were suicides after a successful or attempted domestic violence homicide. In an attempt to prevent these deaths, officers on the scene of a domestic involving intimate partners initiate the lethality screening tool when: they believe there’s been an assault; they believe the victim faces danger once the officer leaves; the home or parties are repeat locations or names, or their experience tells them the situation is dangerous. An officer completes the assessment with the victim and, if it indicates a positive (high risk) result, the victim is immediately put in contact with a hotline counselor.

Howard County’s statistics show the program has been successful over the last year. On average, 1.6 lethality assessments are completed per day, with 346 showing the victim to be at “high risk”. Two hundred and ten victims have made contact with the Domestic Violence Center of Howard County hotline since the beginning of the program. Twenty-five percent of those victims who screened in and spoke to a hotline counselor subsequently went into the services offered by the Domestic Violence Center of Howard County.

“I appreciate the patience of officers during this first year of the Lethality Assessment Program,” said Sgt. Steve Martin, supervisor of the domestic violence section. “Victims of domestic violence and their families have greatly benefitted from the program.” The domestic violence section thanks the officers who have embraced the assessment as a priority and helped make the program so successful.

HCPD'S HIRES SPANISH INTERPRETER

In January 2009, the department hired James Santana for the newly created position of Spanish-speaking interpreter. According to Deputy Chief of Operations Gary Gardner, the main reason for creation of the position was to address the communication gap between HCPD employees and those in the community who speak Spanish. The pilot program is one part of a multi-faceted plan to help our employees handle situations involving persons of limited english proficiency.



James Santana, pictured with Chief McMahon, is the department's new full-time Spanish interpreter.

Civilians and patrol officers have expressed frustration when trying to speak with individuals who have limited English proficiency. For patrol, whether the contact involves dealing with a crime victim, a motorist on a traffic stop, or conducting a criminal investigation, officers have relied upon a limited number of officers and civilians who are certified interpreters. Currently, the greatest demand is for Spanish interpretation; the department has 11 police officers and one dispatcher who speak Spanish and conduct interpretations.

Santana joined the department to help fill the gap and make sure everyone's needs are being met. "I want this to help Hispanics who don't understand the system or due process," he said. "I want to help build trust between the police and the community."

Santana will work a full-time schedule, both day and evening shifts. He will provide on-call Spanish interpretation for police and others throughout the county by phone and in person, translate and update written correspondence and forms into Spanish and provide assistance to Spanish-speaking county citizens about the services provided by the county.

Santana will also assist Cpl. Alan Shaffer, the department's multi-cultural liaison officer, with various outreach tasks. He will help with the distribution of literature, attend community meetings, and follow-up with community member inquiries. Santana also will assist with the training of police department staff in Spanish language skills and Hispanic culture, work with outside groups to address multi-cultural community problems and participate in significant community events such as the Hispanic Festival and jobs fairs.

"I will have the opportunity to help the police department and the community at the same time," Santana said. "It seems that it will be an exciting job."

According to Gardner, Santana's new role may be just the beginning.

"We are looking at this new position as a pilot program and, if successful, we may consider expanding it to cover other languages such as Korean," he said.

BLACK HISTORY MONTH SALUTE

The Centurions for Justice and the police department are recognizing Black History Month this month. PFC Stephanie Wall of the Centurions invites the entire police family to salute early HCPD pioneers, including Emma Young, HCPD's first African American employee and Herman Charity, the department's first African American police officer. "Black history is, in fact, American history and these courageous individuals stood side-by-side with people of other races who treated them as equals and considered them friends," Wall said. "We are thankful for those folks and for everyone who has ever been a friend when society was a different place...we salute you!"

POLICE OFFICER OF THE MONTH: NOVEMBER 2008



Chief William McMahon selected Shawn Germain as Police Officer of the Month for November 2008. During the month of November, Germain produced five insight reports, 49 total incidents reported, 12 total arrests, six DUI arrests, 51 total traffic contacts, 29 foot patrols and 133 total business checks.

In an example of his fine work during November, Germain saw several suspicious vehicles in the area near the truck stop in Jessup. Concerned about possible drug use and prostitution in this area, he stopped one of the vehicles after observing a young female exit the vehicle and walk down Rappahannock Avenue. Germain detained the female, who advised her real name and date of birth after several false identifiers were given. A computer check showed she was a runaway and had been missing for over a month. She was returned home to the Laurel area in Prince George's County.

Germain is a highly-motivated and productive officer. He has demonstrated initiative, professionalism and dedication. Month after month, he sets an example for the other members of his squad and the platoon. Germain is willing to do whatever is asked of him to accomplish the task at hand. His service does not stop at the doors of the Howard

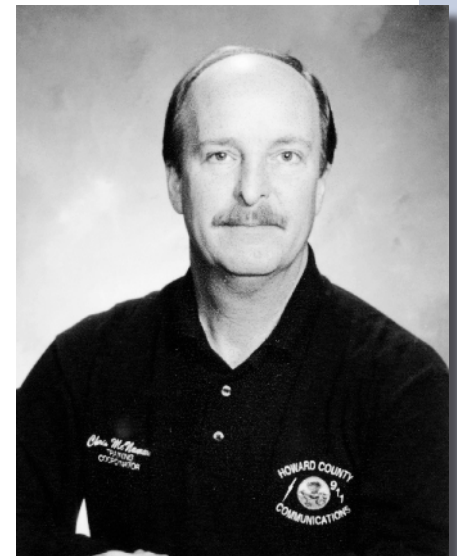
County Police Department. He also serves as an active member with the Ellicott City Volunteer Fire Department as a fire fighter and serves on their Board of Directors. Congratulations to Shawn Germain on his selection as Police Officer of the Month for November 2008!

CIVILIAN OF THE QUARTER: 4TH QUARTER 2008

Chief William McMahon named Emergency Communication supervisor Chris McNamara for the Civilian of the Quarter for the fourth quarter of 2008.

McNamara started with the county as a dispatcher in May 1978. He currently holds the positions of Training Coordinator and Quality Assurance Supervisor. He is charged with creating, planning and running the department's communications academy for new hires. His responsibilities include planning and implementing all in-service training, locating and arranging up-to-date continuing education training for dispatchers and supervisors, managing and ensuring the dispatchers' many yearly certification requirements, conducting quality assurance checks in all aspects of the communications division and managing the various vendor contacts needed to operate the center.

In addition to his aforementioned responsibilities, during 2008, McNamara spearheaded the moving of the primary 911 center to its temporary home at the southern district station, while the new 911 is being built. His role included assisting in the managing of: the Verizon and Motorola contractors, construction of the new communications center and personnel and equipment moves.



Additionally, McNamara still managed to represent the department well at meetings for various organizations where he acted as either a committee or board member. Congratulations to Chris McNamara for his well-deserved honor!

CHIEF'S MESSAGE, from pg. 2

Court Overtime: We will reinforce and ensure that existing court overtime management practices are followed.

District Court - Members summonsed to District Court will check the District Court "cut-list" prior to reporting for court. If this list is not published, a follow-up check is required. This will be documented in the narrative section of the overtime form. Overtime requests for officers named on the list who report to court will be denied, absent a note from the State's Attorney that the officer was needed to testify. All policies outlined in Memorandum 2000-05 and 2005-02 remain in effect.

Circuit Court - Members summonsed to Circuit Court will call the Office of the State's Attorney victim / witness automated information line the evening prior to the court case to determine their need to report prior to attending court. This will be documented in the narrative section of the overtime form. Overtime requests for excused officers will be denied, absent a note from the State's Attorney that the officer was needed to testify.

Out of County Court - Members summonsed to court for official business will call the Office of the State's Attorney for said jurisdiction in advance and determine their need to report. This contact will be documented in the narrative section of the overtime form.

Patrol Overtime (Daily operations): Patrol overtime necessary to meet minimum staffing requirements, including the duty officer, may be authorized by a lieutenant. The use of such overtime and a brief justification of the need will be noted in the watch commander's report. If a patrol officer must be held over for staffing, continuing investigation, or shift end paperwork, a lieutenant's approval is required.

Duty Officer - The duty officer station should be staffed by on-duty personnel whenever possible. Patrol platoon leave approval should be factored to include on-duty staffing of the duty officer station if a shift vacancy exists. If the duty officer station cannot be staffed by on-duty personnel, the use of the civilian contingent duty officer should receive first consideration, followed by eligible civilian employees second, and sworn off-duty personnel third.

Emergency Call-Out Requests - Emergency call-outs (i.e. Tactical, Traffic) to support patrol operations may be approved by a lieutenant. **Note* - Captains in charge of these units will immediately review current call-out staffing procedures to ensure that the number of members essential

to the successful resolution of the incident respond. Staffing should be appropriate and not excessive.

Routine Call-Outs - Routine call-outs (i.e. Crime Lab, CID, Animal Control) will be evaluated and may be approved by a lieutenant. **Note* - Captains in charge of these units will immediately review current call-out staffing procedures to ensure that the number of members essential to the successful resolution of the incident respond. Staffing should be appropriate and not excessive.

All Other Overtime - All other overtime must be approved in advance by a captain or higher. The captain will review individual requests, determine the need, and if granted, ensure that staffing is appropriate and fiscally responsible. This includes overtime for administrative duties regardless of assignment.

**Note:* When staffing overtime details, Sergeants and Lieutenants should only be used to staff supervisory level activities. Task positions should be staffed by officers, PFCs, and corporals. Requests for exceptions should be routed to the appropriate deputy chief. Requests to grant overtime or compensatory time will receive the same level of scrutiny.

Detail Pay - All requests to grant detail pay must be reviewed and approved in advance by a captain.

Criminal Investigation Bureau - A CIB sergeant has the authority to authorize overtime for a continuing investigation.

Other Cost Savings Measures:

Requisition Process - All requisitions must be signed by a Captain or above.

Supply Requisitions - Stock material from the Quartermaster will be used when possible. Orders of special supplies from the vendor must be justified for a specific purpose.

Replacement Uniform Requests - Employees requesting new uniforms will bring their worn uniforms to the Quartermaster for inspection. If replacement is deemed necessary, the QM will initial the form and the employee will route the form to their respective captain for approval. Current uniform stock (if the correct size) will be used to fill orders. If the proper size is not in stock, new apparel will be ordered.

FIRE CHIEF HERR TO RETIRE, NEW CHIEF ARRIVES

The police department extends congratulations to Fire Chief Joseph Herr, who is retiring as head of the Howard County Department of Fire and Rescue Services. After a 38-year career dedicated to fire service in Washington, D.C. and Howard County, Herr will retire March 1.

The department warmly welcomes Herr's replacement, William F. Goddard III. Goddard spent more than 30 years in the Prince George's County Fire Department. He also has served in the State Fire Marshal's Office and with the Maryland Department of Transportation. The HCPD looks forward to a continued positive relationship with the fire department under its new leader!



Senior Dispatcher Rita Francis

HCPD DISPATCHER TO APPEAR IN FIRE SAFETY CAMPAIGN

Congratulations to Senior Dispatcher Rita Francis, who was selected to appear in campaign promotional materials for the International Association of Black Professional Fire Fighters' (IABPFF) STOP Fire Campaign. The IABPFF received grant funding to launch the campaign, which addresses residential cooking fire safety for two African-Americans groups: parents and caregivers of children ages 4-14 and seniors ages 65-85.

The video and campaign promotional materials will feature Francis and fire service professionals from across the United States and may be used by fire departments for their local fire prevention activities. For more information regarding the STOP Fire Campaign, visit the IABPFF web site at www.iabpff.org.

HCPD MEMBERS JOIN 2009 POLAR BEAR PLUNGE TO BENEFIT SPECIAL OLYMPICS MARYLAND

The 13th Annual Polar Bear Plunge, held at Sandy Point State Park on January 24, raised over \$2.5 million dollars for Special Olympics of Maryland and had over 11,000 Plungers this year.

Numerous representatives from HCPD participated in this year's plunge, including Academy 33 and Lt. Mary Levy's team of 21 members, the Howard County Police Plungers. Major Gardner and Major Bender participated as well and collectively, Howard County Police members raised almost \$5,000.

Lt. Newnan and County Executive Ken Ulman participated in the Super Plunge and together raised over \$27,000 for Special Olympics Maryland by plunging once an hour, over a 24-hour period. Major Gary Gardner and PFC Jeff Giroux assisted during the Super Plunge throughout the night with support and logistics.



Major Bender, Academy 33, and several members of The Howard County Police Plungers pose for a photo at the 13th Annual Polar Bear Plunge.



INAUGURATION DAY 2009



Forty Howard County Police officers traveled to the Presidential Inauguration Jan. 20 to support the efforts of the U.S. Park Police. They worked with police departments from around the country to assist with security and experience the historic event. The department is proud of these fine officers who braved the frigid temperatures to take part in this momentous occasion.



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